

LANCASHIRE - ROLE DESCRIPTION

Job Title:	Group Finance and Compensation Accountant	Role Holder:	
Reporting Lines:	Group CFO & Group Head of HR	Base Location:	London

Purpose

To produce all compensation and benefits related financial figures, annual report remuneration disclosures and HR department budgets ensuring they are accurate, conform with legislation and follow IFRS accounting rules. To prepare regulatory reports, rating agency presentations and service charges for Group Finance and support their project implementation initiatives.

Specific Responsibilities

- Group methodology related projects as directed by the Group Financial Controller
- Prepare calculations to allocate salary and related compensation benefits for those employees who provide services to multiple group companies
- Lead the annual compensation process for the Company, and provide in-depth modelling & analysis of rewards, including long-term incentives as required. This includes calculation of staff compensation figures including the related GAAP accounts' disclosures.
- Perform quarterly IFRS 2 and tax calculations related to the group compensation scheme
- Prepare documents for the LHL Remuneration Committee, liaise with the Company Secretary, Executive Group, RemCo Chairman and Board Chairman (as required).
- Ensuring that all appropriate compensation, bonus and equity metrics are collected and utilised in staff and Executive compensation decisions and are equitable when benchmarked with peer and industry standards
- Collect and analyse data for: the annual report; rating agency presentations; investor presentations; and board presentations.
- Work closely with HR Manager to ensure timely and accurate compensation and benefits modelling and analysis
- Manage the relationships with our equity partners and oversee and manage the equity program for all employees of Lancashire
- Complete HR department budget submissions for all subsidiaries on a bi-annual basis.
- Calculate Group expense allocations and ensure RSS journal entries are correctly input
- Preparation of the LHL Group Financial Condition Report and other regulatory reporting requirements
- Support group finance project initiatives such as the replacement of the expense management system and adoption of IFRS 17

Essential Skills & Requirements

- Professional accounting qualification (CA, CPA, ACA etc.). Progress toward CFA designation preferred.
- Experience in an insurance/reinsurance environment with compensation accounting preferred
- Detailed knowledge and experience of IFRS rules and requirements for compensation accounting and in particular IFRS 2
- Detailed understanding of varying measures of performance, including RoE and TSR
- Experience working with Pension and Employment rules and tax regulations for UK companies a strong advantage

- Proficient with the Microsoft Office Suite of applications with highly advanced skills in Excel and data modelling
- Strong attention to detail with strong organisation and time management skills
- Ability to demonstrate the Company's values: Leadership, Accountability, Nimble, Collaborative and Straightforward